



COMMANDING GENERAL'S EQUAL OPPORTUNITY POLICY STATEMENT



The 3D Marine Aircraft Wing is our nation's premier aviation fighting organization. In order to maintain the effectiveness of our force, we must provide equal opportunity to every Marine, Sailor and civilian Marine regardless of age, color, gender, race, religion or national origin.

I consider equal opportunity a leadership issue. Leaders at every level will foster a climate that is free of discrimination and sexual harassment. Personnel engaging in discriminatory conduct to include sexual harassment will be subject to appropriate disciplinary action. This type of conduct adversely impacts unit cohesion, impedes our ability to perform our mission and reduces combat readiness. Marine Corps core values of honor, courage and commitment will continue to be an essential component in keeping the 3D Marine Aircraft Wing team a cohesive fighting force.

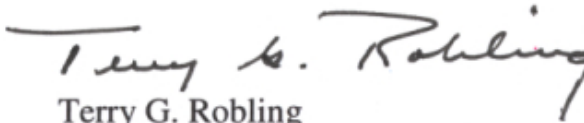


The chain of command for each unit has an obligation to ensure that everyone is fully aware of the Informal Resolution System (IRS) and how it can be utilized to effectively resolve issues at the lowest level. If the IRS does not resolve the issue, the preferred method to file a formal complaint is Request Mast. All complaints will be reviewed fairly and processed in an expeditious manner to ensure a swift resolution.

Leaders will make certain that any Marine or Sailor using the Request Mast process is not subject to reprisal. Personnel impeding this process will face appropriate disciplinary action. Everyone will be treated with dignity, respect and fairness, while being allowed to perform at their full potential.

The 3D Marine Aircraft Wing team plays a vital role in the success of the Marine Corps' mission. I see it as my duty, and yours, to ensure that our commitment to equal opportunity is consistent, pervasive, and genuine. I expect commanders to know and actively monitor the climate in their units, and to take prompt and vigorous action whenever any violation of this sacred trust is discovered.

Semper Fidelis,



Terry G. Robling
Major General, U.S. Marine Corps
Commanding General, 3D Marine Aircraft Wing